

1 IN THE CLAIMS

2
3 Please cancel Claim 1. ✓

4 Please add the following new claims:
5

6 ~~20~~ 1. A method for providing a store compensation system using
7 network-based computer software applications to integrate and
8 manipulate employee payroll and human resource information to
9 determine and monitor employee compensation for single or multi-
10 location companies, wherein said method comprises the steps of:
11 inputting employment data into a computer system for at
12 least one employee;
13 recording sales transaction data for said employee;
14 uploading said transaction data to a central database;
15 calculating compensation due to said employee based on
16 said transaction data;
17 recalculating said compensation at predetermined times;
18 and
19 providing said compensation due at predetermined times
20 for display;
21 wherein said computer system stores said transaction data
22 and performs said calculating; and
23 wherein said central database performs said recalculating to
24 determine accuracy of said compensation.

1 ~~21~~ 3. A method according to claim 2, wherein said method further
2 comprises the step of:
3 using said employee data to create a compensation plan
4 for each said employee.

5
6 ~~22~~ 4. A method according to claim 3, wherein creating said
7 compensation plan comprises the steps of:

8 determining business labor rules;
9 establishing relationships for said transaction data to
10 calculate commission earnings;
11 establishing overtime parameters; and
12 establishing commission earnings parameters for each
13 said transaction data.

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15 ~~23~~ 5. A method according to claim 4, wherein said establishing
16 commission parameters comprises the steps of:

17 selecting commission plan detail from a setup menu;
18 selecting parameters for a plurality of commissions and
19 incentives;
20 selecting restrictions for each said commission parameter;
21 identifying sales transactions;
22 determining the quantity of said sales transactions; and
23 computing said commission.

1 *21* 5. A method according to claim 4, wherein said establishing
2 relationships comprises the steps of:
3 configuring merchandise departments;
4 grouping said departments in clusters; and
5 assigning values to each of said clusters.

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Cost. 25
7 *B1* 6. A method according to claim 6, wherein said configuring
8 comprises the steps of:

9 selecting a company to which said transaction data
10 applies;

11 selecting a description of said merchandise associated
12 with said transaction data;

13 selecting a commission code for said merchandise; and
14 determining commission eligibility of said merchandise;

15 wherein said commission code corresponds to commission type
16 for said merchandise, and

17 wherein said determining commission eligibility fixes said
18 compensation calculations.
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1 ²⁶ 8. A method according to claim 2, wherein said inputting
2 comprises the steps of:
3 selecting setup from a main menu;
4 selecting a compensation plan;
5 selecting to add employee data;
6 inputting a code corresponding to a location for said
7 *cont.* employee;
8 *B1* inputting a job function code;
9 inputting a compensation state type code; and
10 inputting a compensation geographic area.

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12 ²⁷ 9. A method according to claim 2, wherein said recalculating
13 occurs bi-weekly.

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15 ²⁸ 10. A method according to claim 2, wherein said recalculating
16 comprises the step of:
17 comparing said calculated compensation with historical
18 compensation for said employee to determine if
19 said calculated compensation is consistent with
20 said historical compensation.

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22 ²⁹ 11. A method according to claim 2, wherein said calculating
23 commissions comprises the step of:
24 polling said transaction data.

1 ³⁰ 12. A method according to claim 2, wherein said calculating
2 commissions further comprises the step of:
3 adjusting said calculated earnings; and
4 recalculating said calculated earnings.
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6 ³¹ 13. A method according to claim 2, wherein changes to said
7 calculating commissions may be made manually.
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9 ³² 14. A method according to claim 2, wherein said method further
10 comprises the steps of:
11 inputting employee hours into said computer system;
12 loading a sales history table from said computer
13 system;
14 determining a pay period for said sales transaction
15 data;
16 inserting said sales transaction data and historical
17 sales transaction data into an employee
18 recalculation table;
19 performing said recalculating; and
20 inserting said sales transaction data into said sales
21 history table.
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23 ³³ 15. A method according to claim 2, wherein said display is via a
24 monitor.

1 ³⁴ 16. A method according to claim 2, wherein said display is via a
2 printed report.

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4 ³⁵ 17. A system for calculating employee compensation, wherein said
5 system comprises:

6 means for inputting employee data into a central
7 database;

8 means for inputting transaction data into said central
9 database;

10 means for creating a compensation plan for each
11 employee; and

12 means for generating an employee job table from said
13 data;

14 wherein said means for creating uses said employee data and
15 said transaction data to create said compensation plan; and

16 wherein said system uses said compensation plan to calculate
17 said compensation.

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19 ³⁶ 18. A system according to claim 17, wherein said compensation
20 plan comprises incentives.

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22 ³⁷ 19. A system according to claim 18, wherein said incentives are
23 established on the basis of quantity sold.

1 ³⁸ 20. A system according to claim 18, wherein said incentives are
2 established by selecting a department group, an earnings code, a
3 type of sale, a type of incentive program, a sequence number, and
4 a commission percentage corresponding to an appropriate sales
5 volume and price.

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7 ³⁹ 21. A system according to claim 20, wherein said commission
8 percentage is dependent on said sales volume.--

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